



Policy: Respect for Human Diversity

Policy Number: AF

Policy Type: Foundations and Basic Commitments

Background:

The Hanover School Division Board of Trustees are committed to creating and maintaining a positive and inclusive environment in which students, staff and parents are aware of and respect the human rights, diversity and dignity of others.

Hanover School Division bases its commitment to encouraging respect for human rights, diversity and dignity on the following values and beliefs:

- Commitment to equity and respect for human diversity are fundamental values of the public education system;
- No one has the right to discriminate against, harass, bully, show disrespect or violence towards anyone else, at work/school or in any related situation.
- All students and staff deserve and depend upon safe, inviting and inclusive learning environments and workplaces that respect human rights, diversity and dignity;
- All students and staff are entitled to respect, dignity of person and the protections afforded to them under all laws and statutes (including the Manitoba Human Rights Code) regardless of:
 - (a) ancestry, including colour and perceived race;
 - (b) nationality or national origin;
 - (c) ethnic background or origin;
 - (d) religion or creed, or religious belief, religious association or religious activity;
 - (e) age;
 - (f) sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
 - (g) gender identity;
 - (h) sexual orientation;
 - (i) marital or family status;
 - (j) source of income;
 - (k) political belief, political association or political activity;
 - (l) physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device;
 - (m) social disadvantage: homelessness or inadequate housing, low levels of education, chronic low income, chronic unemployment or underemployment.
- We value all students in our care, recognizing their uniqueness, worth and potential, preserving their dignity, listening to their voice, and providing them with hope;
- We ensure the safety, security and well-being of every student in every school without limitation to the above list or any other personal characteristics;
- We provide engaging, responsive, flexible and rich learning for all.

Policy:

Hanover School Division will support this commitment to respecting human rights, diversity and dignity with the following actions:

- Accommodations will be made for those students who want to establish and lead activities and organizations that promote respect for human rights, diversity and dignity by ensuring all activities/organizations:
 - Are run consistent and in compliance with school division/school policies;
 - Are open to all students who wish to participate in an appropriate manner;
 - Submit a written proposal to school administration and appropriate school staff, counselors, etc. that includes:
 - Assessment of school climate, possible obstacles and rationale
 - Purpose and goals;
 - Procedures, including frequency of meetings, group rules/guidelines;
 - Space requirements and other required resources, including support of school staff;
 - Identify any outside agencies/mentors that may be involved for support or intervention;
- The Division will support activities that foster respect for human rights, diversity and dignity within all schools, learning environments and workplaces;
- The Division staff has a responsibility to support initiatives that foster respect for human rights, diversity and dignity. They will assist staff and students in creating learning environments and workplaces that are free of negative conduct that may unreasonably infringe on any of the protected characteristics of the Manitoba Human Rights Code;
- The Division is committed to providing resources and professional learning experiences for teachers and other staff about bullying prevention and strategies for promoting respect for human diversity and a positive learning environment.
- The Division expects all students and staff to support safe and inclusive learning environments by respecting human rights, diversity and dignity and refraining from expressing negative conduct that may unreasonably infringe on any of the protected characteristics of the Manitoba Human Rights Code;

The Division will respond to any student, parent or staff member whose need for information regarding the protected characteristics leads them to request supports, including but not limited to resource materials, counselling services or other supports available through schools or the division.

Guidelines:

To respond to actions that contravene this policy, Hanover School Division and its school principals shall reference:

Date Policy Created:	May 6, 2014
Date of last Review:	October 17, 2023
Reference(s):	The Education Administration Act - Manitoba The Public Schools Act – 41(1)(b4); 41(1.6); 41(1.7); 41(1.8) Canadian Charter of Rights and Freedoms – Canada (1985) The Human Rights Code – Manitoba – Part II 9(1); 9(1.1); 9(2); 19(1); 19(2)
Policy Reference:	Respectful Workplace Policy – AE Acceptable Use Policy – GA Code of Behaviour / Substance Abuse / Abuse Policy – JFB Student Discipline Policy – JFA Educational Philosophy, Mission Statement and Priorities – AD

Additional Information:	Freedom from Harassment Policy - GD The Respect for Human Diversity Policy (AF) aligns with provincially recommended supports for transgender and gender diverse students, <i>Supporting Transgender and Gender Diverse Students in Manitoba Schools (August, 2017)</i> . Topics covered within the provincial document include a discussion of the responsibilities of schools in creating safe/inclusive schools and classroom environments, and guidelines for dealing with specific issues. Hanover School Division follows the recommended guidelines. http://www.edu.gov.mb.ca/k12/docs/support/transgender/index.html
Related Forms:	